

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2269
Revision No.: 18
Date of Last Revision: 06/05/2002

State: Michigan

Area: Michigan Counties of Lenawee, Washtenaw

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.77
Accounting Clerk II	11.72
Accounting Clerk III	13.87
Accounting Clerk IV	15.53
Court Reporter	15.84
Dispatcher, Motor Vehicle	15.84
Document Preparation Clerk	13.21
Duplicating Machine Operator	12.07
Film/Tape Librarian	12.81
General Clerk I	10.81
General Clerk II	12.17
General Clerk III	13.30
General Clerk IV	15.35
Housing Referral Assistant	16.59
Key Entry Operator I	9.22
Key Entry Operator II	10.37
Messenger (Courier)	10.81
Order Clerk I	11.37
Order Clerk II	12.38
Personnel Assistant (Employment) I	13.99
Personnel Assistant (Employment) II	16.15
Personnel Assistant (Employment) III	18.05
Personnel Assistant (Employment) IV	20.03
Production Control Clerk	18.56
Rental Clerk	13.68
Scheduler, Maintenance	13.68
Secretary I	14.78
Secretary II	16.05
Secretary III	17.61
Secretary IV	20.59
Secretary V	23.46
Service Order Dispatcher	14.08
Stenographer I	12.95

Stenographer II	14.78
Supply Technician	18.72
Survey Worker (Interviewer)	15.65
Switchboard Operator-Receptionist	10.98
Test Examiner	15.84
Test Proctor	15.84
Travel Clerk I	9.92
Travel Clerk II	10.76
Travel Clerk III	11.66
Word Processor I	10.61
Word Processor II	11.87
Word Processor III	13.35

Automatic Data Processing Occupations

Computer Data Librarian	10.58
Computer Operator I	13.34
Computer Operator II	13.88
Computer Operator III	15.43
Computer Operator IV	17.13
Computer Operator V	18.98
Computer Programmer I (1)	15.97
Computer Programmer II (1)	19.73
Computer Programmer III (1)	24.07
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.25
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.07

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21.53
Automotive Glass Installer	20.23
Automotive Worker	20.23
Electrician, Automotive	20.89
Mobile Equipment Servicer	18.94
Motor Equipment Metal Mechanic	21.53
Motor Equipment Metal Worker	20.23
Motor Vehicle Mechanic	21.19
Motor Vehicle Mechanic Helper	18.30
Motor Vehicle Upholstery Worker	19.59
Motor Vehicle Wrecker	20.23
Painter, Automotive	20.89
Radiator Repair Specialist	20.23
Tire Repairer	18.30
Transmission Repair Specialist	21.53

Food Preparation and Service Occupations

Baker	14.37
Cook I	13.52

Cook II	14.37
Dishwasher	11.35
Food Service Worker	11.35
Meat Cutter	15.50
Waiter/Waitress	12.05

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	20.89
Furniture Handler	16.79
Furniture Refinisher	20.89
Furniture Refinisher Helper	18.30
Furniture Repairer, Minor	19.59
Upholsterer	20.89

General Services and Support Occupations

Cleaner, Vehicles	11.35
Elevator Operator	13.04
Gardener	16.19
House Keeping Aid I	10.74
House Keeping Aid II	12.18
Janitor	13.05
Laborer, Grounds Maintenance	13.96
Maid or Houseman	10.74
Pest Controller	14.91
Refuse Collector	13.05
Tractor Operator	15.15
Window Cleaner	13.85

Health Occupations

Dental Assistant	12.57
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.65
Licensed Practical Nurse I	11.52
Licensed Practical Nurse II	12.93
Licensed Practical Nurse III	14.45
Medical Assistant	11.51
Medical Laboratory Technician	12.93
Medical Record Clerk	10.22
Medical Record Technician	15.98
Nursing Assistant I	8.58
Nursing Assistant II	9.63
Nursing Assistant III	9.92
Nursing Assistant IV	10.60
Pharmacy Technician	12.74
Phlebotomist	12.93
Registered Nurse I	17.91
Registered Nurse II	21.91
Registered Nurse II, Specialist	21.91
Registered Nurse III	26.51
Registered Nurse III, Anesthetist	26.51

Registered Nurse IV	31.89
Information and Arts Occupations	
Audiovisual Librarian	16.46
Exhibits Specialist I	15.44
Exhibits Specialist II	20.15
Exhibits Specialist III	23.61
Illustrator I	15.44
Illustrator II	20.15
Illustrator III	23.60
Librarian	24.93
Library Technician	14.29
Photographer I	12.91
Photographer II	15.44
Photographer III	20.15
Photographer IV	23.61
Photographer V	27.53
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	11.03
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12
Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.98
Washer, Machine	9.09
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	23.98
Tool and Die Maker	25.76
Material Handling and Packing Occupations	
Forklift Operator	19.23
Fuel Distribution System Operator	18.94
Material Coordinator	20.86
Material Expediter	20.86
Material Handling Laborer	14.79
Order Filler	12.00
Production Line Worker (Food Processing)	15.37
Shipping Packer	13.66
Shipping/Receiving Clerk	13.31
Stock Clerk (Shelf Stocker; Store Worker II)	15.87
Store Worker I	13.44
Tools and Parts Attendant	17.33
Warehouse Specialist	15.37

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.53
Aircraft Mechanic Helper	18.30
Aircraft Quality Control Inspector	22.17
Aircraft Servicer	19.59
Aircraft Worker	20.23
Appliance Mechanic	20.89
Bicycle Repairer	18.30
Cable Splicer	21.53
Carpenter, Maintenance	22.98
Carpet Layer	20.23
Electrician, Maintenance	25.90
Electronics Technician, Maintenance I	23.13
Electronics Technician, Maintenance II	23.88
Electronics Technician, Maintenance III	24.61
Fabric Worker	19.59
Fire Alarm System Mechanic	21.53
Fire Extinguisher Repairer	18.94
Fuel Distribution System Mechanic	21.53
General Maintenance Worker	20.23
Heating, Refrigeration and Air Conditioning Mechanic	21.53
Heavy Equipment Mechanic	22.19
Heavy Equipment Operator	20.04
Instrument Mechanic	21.72
Laborer	13.79
Locksmith	20.89
Machinery Maintenance Mechanic	21.59
Machinist, Maintenance	23.09
Maintenance Trades Helper	18.30
Millwright	25.22
Office Appliance Repairer	20.89
Painter, Aircraft	20.89
Painter, Maintenance	24.03
Pipefitter, Maintenance	26.16
Plumber, Maintenance	25.22
Pneudraulic Systems Mechanic	21.53
Rigger	21.53
Scale Mechanic	20.23
Sheet-Metal Worker, Maintenance	22.79
Small Engine Mechanic	20.23
Telecommunication Mechanic I	21.53
Telecommunication Mechanic II	22.17
Telephone Lineman	21.53
Welder, Combination, Maintenance	21.53
Well Driller	21.53
Woodcraft Worker	21.53
Woodworker	18.94

Miscellaneous Occupations

Animal Caretaker	12.65
Carnival Equipment Operator	13.08
Carnival Equipment Repairer	14.08
Carnival Worker	11.35
Cashier	8.33
Desk Clerk	8.62
Embalmer	18.94
Lifeguard	9.71
Mortician	19.83
Park Attendant (Aide)	12.21
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.90
Recreation Specialist	13.12
Recycling Worker	12.21
Sales Clerk	9.71
School Crossing Guard (Crosswalk Attendant)	11.35
Sport Official	8.45
Survey Party Chief (Chief of Party)	14.95
Surveying Aide	8.91
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.59
Swimming Pool Operator	15.39
Vending Machine Attendant	14.01
Vending Machine Repairer	15.39
Vending Machine Repairer Helper	14.01

Personal Needs Occupations

Child Care Attendant	8.62
Child Care Center Clerk	12.35
Chore Aid	10.74
Homemaker	11.93

Plant and System Operation Occupations

Boiler Tender	27.24
Sewage Plant Operator	22.98
Stationary Engineer	27.24
Ventilation Equipment Tender	18.30
Water Treatment Plant Operator	20.89

Protective Service Occupations

Alarm Monitor	13.70
Corrections Officer	17.27
Court Security Officer	18.22
Detention Officer	17.93
Firefighter	16.53
Guard I	9.66
Guard II	13.70
Police Officer	20.86

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.03
Hatch Tender	17.03
Line Handler	17.03
Stevedore I	14.98
Stevedore II	16.01

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.79
Air Traffic Control Specialist, Station (2)	20.55
Air Traffic Control Specialist, Terminal (2)	22.63
Archeological Technician I	14.99
Archeological Technician II	16.79
Archeological Technician III	20.80
Cartographic Technician	17.13
Civil Engineering Technician	18.29
Computer Based Training (CBT) Specialist/ Instructor	24.53
Drafter I	13.22
Drafter II	14.85
Drafter III	17.89
Drafter IV	23.18
Engineering Technician I	11.49
Engineering Technician II	12.90
Engineering Technician III	15.53
Engineering Technician IV	20.54
Engineering Technician V	23.57
Engineering Technician VI	27.49
Environmental Technician	14.69
Flight Simulator/Instructor (Pilot)	25.19
Graphic Artist	20.75
Instructor	20.75
Laboratory Technician	15.87
Mathematical Technician	18.08
Paralegal/Legal Assistant I	16.57
Paralegal/Legal Assistant II	18.93
Paralegal/Legal Assistant III	23.09
Paralegal/Legal Assistant IV	28.00
Photooptics Technician	28.08
Technical Writer	24.32
Unexploded (UXO) Safety Escort	18.94
Unexploded (UXO) Sweep Personnel	18.94
Unexploded Ordnance (UXO) Technician I	18.94
Unexploded Ordnance (UXO) Technician II	22.91
Unexploded Ordnance (UXO) Technician III	27.46
Weather Observer, Combined Upper Air and Surface Programs (3)	16.73
Weather Observer, Senior (3)	18.58
Weather Observer, Upper Air (3)	16.73

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.97
Parking and Lot Attendant	12.90
Shuttle Bus Driver	15.64
Taxi Driver	13.70
Truckdriver, Heavy Truck	17.39
Truckdriver, Light Truck	14.34
Truckdriver, Medium Truck	14.76
Truckdriver, Tractor-Trailer	17.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Division of
Wage Determinations

Wage Determination No.: 1994-2271
Revision No.: 17
Date of Last Revision: 07/10/2002

State: Michigan

Area: Michigan Counties of Alcona, Alpena, Antrim, Arenac, Benzie, Charlevoix, Cheboygan, Crawford, Emmet, Grand Traverse, Iosco, Kalkaska, Leelanau, Manistee, Missaukee, Montmorency, Ogemaw, Oscoda, Otsego, Presque Isle, Roscommon, Wexford

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.02
01012	Accounting Clerk II	11.34
01013	Accounting Clerk III	13.94
01014	Accounting Clerk IV	16.31
01030	Court Reporter	13.57
01050	Dispatcher, Motor Vehicle	14.19
01060	Document Preparation Clerk	11.90
01070	Messenger (Courier)	9.28
01090	Duplicating Machine Operator	10.82
01110	Film/Tape Librarian	11.61
01115	General Clerk I	8.28
01116	General Clerk II	8.82
01117	General Clerk III	11.24
01118	General Clerk IV	13.40
01120	Housing Referral Assistant	13.95
01131	Key Entry Operator I	10.10
01132	Key Entry Operator II	11.96
01191	Order Clerk I	10.38
01192	Order Clerk II	13.20
01261	Personnel Assistant (Employment) I	10.66
01262	Personnel Assistant (Employment) II	12.45
01263	Personnel Assistant (Employment) III	13.57
01264	Personnel Assistant (Employment) IV	16.04
01270	Production Control Clerk	16.04
01290	Rental Clerk	12.45
01300	Scheduler, Maintenance	12.45
01311	Secretary I	12.91
01312	Secretary II	11.80
01313	Secretary III	13.95
01314	Secretary IV	14.82
01315	Secretary V	16.45

01320	Service Order Dispatcher	12.45
01341	Stenographer I	11.59
01342	Stenographer II	13.39
01400	Supply Technician	14.29
01420	Survey Worker (Interviewer)	13.57
01460	Switchboard Operator-Receptionist	10.66
01510	Test Examiner	11.80
01520	Test Proctor	11.80
01531	Travel Clerk I	10.42
01532	Travel Clerk II	11.30
01533	Travel Clerk III	12.24
01611	Word Processor I	10.66
01612	Word Processor II	12.45
01613	Word Processor III	13.57
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	8.08
03041	Computer Operator I	8.76
03042	Computer Operator II	10.46
03043	Computer Operator III	12.74
03044	Computer Operator IV	13.66
03045	Computer Operator V	13.12
03071	Computer Programmer I (1)	11.13
03072	Computer Programmer II (1)	13.63
03073	Computer Programmer III (1)	16.54
03074	Computer Programmer IV (1)	18.99
03101	Computer Systems Analyst I (1)	15.07
03102	Computer Systems Analyst II (1)	17.60
03103	Computer Systems Analyst III (1)	20.72
03160	Peripheral Equipment Operator	11.06
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	18.43
05010	Automotive Glass Installer	14.14
05040	Automotive Worker	14.14
05070	Electrician, Automotive	14.68
05100	Mobile Equipment Servicer	13.06
05130	Motor Equipment Metal Mechanic	15.19
05160	Motor Equipment Metal Worker	14.14
05190	Motor Vehicle Mechanic	18.02
05220	Motor Vehicle Mechanic Helper	12.45
05250	Motor Vehicle Upholstery Worker	13.65
05280	Motor Vehicle Wrecker	14.14
05310	Painter, Automotive	14.68
05340	Radiator Repair Specialist	14.14
05370	Tire Repairer	12.62
05400	Transmission Repair Specialist	15.19
07000	Food Preparation and Service Occupations	

	Food Service Worker	8.58
07010	Baker	10.91
07041	Cook I	9.83
07042	Cook II	10.57
07070	Dishwasher	8.39
07130	Meat Cutter	12.16
07250	Waiter/Waitress	8.73
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	14.68
09040	Furniture Handler	11.25
09070	Furniture Refinisher	14.68
09100	Furniture Refinisher Helper	12.45
09110	Furniture Repairer, Minor	13.65
09130	Upholsterer	14.68
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.83
11060	Elevator Operator	10.62
11090	Gardener	11.69
11121	House Keeping Aid I	8.03
11122	House Keeping Aid II	8.39
11150	Janitor	10.62
11210	Laborer, Grounds Maintenance	10.39
11240	Maid or Houseman	8.03
11270	Pest Controller	11.11
11300	Refuse Collector	9.23
11330	Tractor Operator	11.31
11360	Window Cleaner	11.04
12000	Health Occupations	
12020	Dental Assistant	12.02
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.72
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.28
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.81
12222	Nursing Assistant II	8.78
12223	Nursing Assistant III	10.25
12224	Nursing Assistant IV	10.75
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	14.89
12312	Registered Nurse II	20.97

12313	Registered Nurse II, Specialist	20.97
12314	Registered Nurse III	22.06
12315	Registered Nurse III, Anesthetist	22.06
12316	Registered Nurse IV	26.42
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	14.29
13011	Exhibits Specialist I	13.98
13012	Exhibits Specialist II	15.07
13013	Exhibits Specialist III	16.56
13041	Illustrator I	13.98
13042	Illustrator II	15.07
13043	Illustrator III	16.56
13047	Librarian	17.89
13050	Library Technician	11.63
13071	Photographer I	10.66
13072	Photographer II	14.25
13073	Photographer III	15.97
13074	Photographer IV	17.54
13075	Photographer V	18.64
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.12
15030	Counter Attendant	8.12
15040	Dry Cleaner	10.42
15070	Finisher, Flatwork, Machine	8.12
15090	Presser, Hand	8.12
15100	Presser, Machine, Drycleaning	8.12
15130	Presser, Machine, Shirts	8.12
15160	Presser, Machine, Wearing Apparel, Laundry	8.12
15190	Sewing Machine Operator	12.01
15220	Tailor	12.36
15250	Washer, Machine	8.74
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.57
19040	Tool and Die Maker	21.33
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	14.37
21020	Material Coordinator	15.56
21030	Material Expediter	15.56
21040	Material Handling Laborer	12.05
21050	Order Filler	11.02
21071	Forklift Operator	14.25
21080	Production Line Worker (Food Processing)	11.95
21100	Shipping/Receiving Clerk	11.51
21130	Shipping Packer	12.40
21140	Store Worker I	11.71

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.90
21210	Tools and Parts Attendant	12.95
21400	Warehouse Specialist	12.50
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	15.91
23040	Aircraft Mechanic Helper	13.70
23050	Aircraft Quality Control Inspector	17.20
23060	Aircraft Servicer	15.02
23070	Aircraft Worker	15.55
23100	Appliance Mechanic	14.76
23120	Bicycle Repairer	12.62
23125	Cable Splicer	19.22
23130	Carpenter, Maintenance	15.83
23140	Carpet Layer	17.28
23160	Electrician, Maintenance	19.43
23181	Electronics Technician, Maintenance I	17.67
23182	Electronics Technician, Maintenance II	18.44
23183	Electronics Technician, Maintenance III	18.99
23260	Fabric Worker	15.02
23290	Fire Alarm System Mechanic	16.71
23310	Fire Extinguisher Repairer	14.37
23340	Fuel Distribution System Mechanic	16.71
23370	General Maintenance Worker	14.64
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.36
23430	Heavy Equipment Mechanic	16.92
23440	Heavy Equipment Operator	15.96
23460	Instrument Mechanic	17.56
23470	Laborer	10.87
23500	Locksmith	16.15
23530	Machinery Maintenance Mechanic	17.56
23550	Machinist, Maintenance	17.81
23580	Maintenance Trades Helper	12.45
23640	Millwright	19.22
23700	Office Appliance Repairer	16.24
23740	Painter, Aircraft	18.57
23760	Painter, Maintenance	14.68
23790	Pipefitter, Maintenance	19.22
23800	Plumber, Maintenance	17.87
23820	Pneudraulic Systems Mechanic	16.71
23850	Rigger	15.39
23870	Scale Mechanic	15.55
23890	Sheet-Metal Worker, Maintenance	17.06
23910	Small Engine Mechanic	15.16
23930	Telecommunication Mechanic I	15.19
23931	Telecommunication Mechanic II	15.64
23950	Telephone Lineman	16.71
23960	Welder, Combination, Maintenance	15.19
23965	Well Driller	16.18

23970	Woodcraft Worker	16.71
23980	Woodworker	13.06
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.85
24580	Child Care Center Clerk	11.05
24600	Chore Aid	8.43
24630	Homemaker	12.27
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.22
25040	Sewage Plant Operator	18.57
25070	Stationary Engineer	19.22
25190	Ventilation Equipment Tender	13.70
25210	Water Treatment Plant Operator	17.29
27000	Protective Service Occupations	
	Police Officer	20.44
27004	Alarm Monitor	12.31
27006	Corrections Officer	20.44
27010	Court Security Officer	20.44
27040	Detention Officer	20.44
27070	Firefighter	18.51
27101	Guard I	8.61
27102	Guard II	12.31
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	14.96
28020	Hatch Tender	14.96
28030	Line Handler	14.96
28040	Stevedore I	13.14
28050	Stevedore II	14.12
29000	Technical Occupations	
21150	Graphic Artist	15.07
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	8.94
29024	Archeological Technician II	10.00
29025	Archeological Technician III	12.39
29030	Cartographic Technician	13.66
29035	Computer Based Training (CBT) Specialist/ Instructor	13.10
29040	Civil Engineering Technician	15.68
29061	Drafter I	12.63
29062	Drafter II	13.74
29063	Drafter III	16.33
29064	Drafter IV	19.65
29081	Engineering Technician I	9.93

29082	Engineering Technician II	13.17
29083	Engineering Technician III	14.79
29084	Engineering Technician IV	15.94
29085	Engineering Technician V	17.51
29086	Engineering Technician VI	18.61
29090	Environmental Technician	13.66
29100	Flight Simulator/Instructor (Pilot)	17.60
29160	Instructor	16.54
29210	Laboratory Technician	12.74
29240	Mathematical Technician	15.68
29361	Paralegal/Legal Assistant I	13.30
29362	Paralegal/Legal Assistant II	16.10
29363	Paralegal/Legal Assistant III	19.64
29364	Paralegal/Legal Assistant IV	23.81
29390	Photooptics Technician	16.61
29480	Technical Writer	18.99
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	13.33
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	11.08
29622	Weather Observer, Upper Air (3)	11.08
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.38
31260	Parking and Lot Attendant	9.95
31290	Shuttle Bus Driver	15.35
31300	Taxi Driver	10.95
31361	Truckdriver, Light Truck	14.35
31362	Truckdriver, Medium Truck	14.74
31363	Truckdriver, Heavy Truck	14.56
31364	Truckdriver, Tractor-Trailer	14.56
99000	Miscellaneous Occupations	
99020	Animal Caretaker	10.45
99030	Cashier	9.00
99041	Carnival Equipment Operator	9.86
99042	Carnival Equipment Repairer	10.25
99043	Carnival Worker	8.39
99050	Desk Clerk	8.70
99095	Embalmer	16.57
99300	Lifeguard	9.42
99310	Mortician	20.97
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.57
99500	Recreation Specialist	12.06

99510	Recycling Worker	10.45
99610	Sales Clerk	9.80
99620	School Crossing Guard (Crosswalk Attendant)	9.47
99630	Sport Official	8.53
99658	Survey Party Chief (Chief of Party)	13.15
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.95
99660	Surveying Aide	7.82
99690	Swimming Pool Operator	11.41
99720	Vending Machine Attendant	9.35
99730	Vending Machine Repairer	11.41
99740	Vending Machine Repairer Helper	10.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and

hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2273
Revision No.: 24
Date of Last Revision: 06/05/2002

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.01
Accounting Clerk II	11.21
Accounting Clerk III	14.40
Accounting Clerk IV	18.41
Court Reporter	15.65
Dispatcher, Motor Vehicle	15.65
Document Preparation Clerk	13.61
Duplicating Machine Operator	13.06
Film/Tape Librarian	13.06
General Clerk I	9.08
General Clerk II	10.10
General Clerk III	13.25
General Clerk IV	13.48
Housing Referral Assistant	16.59
Key Entry Operator I	10.63
Key Entry Operator II	13.70
Messenger (Courier)	11.21
Order Clerk I	11.57
Order Clerk II	15.69
Personnel Assistant (Employment) I	13.41
Personnel Assistant (Employment) II	15.07
Personnel Assistant (Employment) III	17.58
Personnel Assistant (Employment) IV	19.61
Production Control Clerk	18.00
Rental Clerk	13.68
Scheduler, Maintenance	13.68
Secretary I	14.78
Secretary II	16.05
Secretary III	18.00
Secretary IV	20.62
Secretary V	23.27
Service Order Dispatcher	15.02
Stenographer I	13.36

Stenographer II	15.02
Supply Technician	18.91
Survey Worker (Interviewer)	15.65
Switchboard Operator-Receptionist	11.03
Test Examiner	15.65
Test Proctor	15.65
Travel Clerk I	10.50
Travel Clerk II	11.39
Travel Clerk III	12.33
Word Processor I	11.13
Word Processor II	13.71
Word Processor III	18.81

Automatic Data Processing Occupations

Computer Data Librarian	13.07
Computer Operator I	13.34
Computer Operator II	13.88
Computer Operator III	16.74
Computer Operator IV	19.67
Computer Operator V	21.80
Computer Programmer I (1)	16.32
Computer Programmer II (1)	23.32
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.36

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	23.13
Automotive Glass Installer	21.67
Automotive Worker	21.67
Electrician, Automotive	22.41
Mobile Equipment Servicer	20.27
Motor Equipment Metal Mechanic	23.13
Motor Equipment Metal Worker	21.67
Motor Vehicle Mechanic	23.13
Motor Vehicle Mechanic Helper	19.56
Motor Vehicle Upholstery Worker	20.96
Motor Vehicle Wrecker	21.67
Painter, Automotive	22.41
Radiator Repair Specialist	21.67
Tire Repairer	19.58
Transmission Repair Specialist	23.13

Food Preparation and Service Occupations

Baker	14.94
Cook I	13.96

Cook II	14.94
Dishwasher	11.64
Food Service Worker	11.64
Meat Cutter	15.50
Waiter/Waitress	12.36

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	21.31
Furniture Handler	17.09
Furniture Refinisher	21.31
Furniture Refinisher Helper	18.64
Furniture Repairer, Minor	19.98
Upholsterer	21.31

General Services and Support Occupations

Cleaner, Vehicles	11.64
Elevator Operator	13.04
Gardener	15.80
House Keeping Aid I	11.04
House Keeping Aid II	12.18
Janitor	13.05
Laborer, Grounds Maintenance	13.99
Maid or Houseman	11.03
Pest Controller	15.47
Refuse Collector	13.32
Tractor Operator	14.72
Window Cleaner	13.85

Health Occupations

Dental Assistant	12.60
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
Licensed Practical Nurse I	12.79
Licensed Practical Nurse II	14.37
Licensed Practical Nurse III	16.08
Medical Assistant	11.77
Medical Laboratory Technician	15.71
Medical Record Clerk	12.03
Medical Record Technician	15.98
Nursing Assistant I	8.58
Nursing Assistant II	9.63
Nursing Assistant III	12.91
Nursing Assistant IV	14.40
Pharmacy Technician	13.35
Phlebotomist	12.53
Registered Nurse I	19.31
Registered Nurse II	23.63
Registered Nurse II, Specialist	23.63
Registered Nurse III	27.14
Registered Nurse III, Anesthetist	27.14

Registered Nurse IV	31.89
Information and Arts Occupations	
Audiovisual Librarian	20.80
Exhibits Specialist I	18.68
Exhibits Specialist II	24.19
Exhibits Specialist III	28.05
Illustrator I	18.68
Illustrator II	24.19
Illustrator III	28.05
Librarian	26.36
Library Technician	13.33
Photographer I	16.52
Photographer II	20.75
Photographer III	26.88
Photographer IV	31.16
Photographer V	35.09
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	11.03
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12
Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.98
Washer, Machine	9.09
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.64
Tool and Die Maker	25.76
Material Handling and Packing Occupations	
Forklift Operator	19.36
Fuel Distribution System Operator	18.80
Material Coordinator	23.53
Material Expediter	23.53
Material Handling Laborer	18.05
Order Filler	12.52
Production Line Worker (Food Processing)	16.96
Shipping Packer	14.23
Shipping/Receiving Clerk	13.31
Stock Clerk (Shelf Stocker; Store Worker II)	16.90
Store Worker I	13.44
Tools and Parts Attendant	19.56
Warehouse Specialist	16.96

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20.60
Aircraft Mechanic Helper	17.43
Aircraft Quality Control Inspector	23.37
Aircraft Servicer	18.66
Aircraft Worker	19.32
Appliance Mechanic	21.31
Bicycle Repairer	18.66
Cable Splicer	22.81
Carpenter, Maintenance	25.10
Carpet Layer	20.64
Electrician, Maintenance	25.90
Electronics Technician, Maintenance I	17.08
Electronics Technician, Maintenance II	24.57
Electronics Technician, Maintenance III	26.62
Fabric Worker	21.97
Fire Alarm System Mechanic	22.20
Fire Extinguisher Repairer	19.31
Fuel Distribution System Mechanic	22.20
General Maintenance Worker	20.64
Heating, Refrigeration and Air Conditioning Mechanic	22.20
Heavy Equipment Mechanic	22.20
Heavy Equipment Operator	22.20
Instrument Mechanic	22.20
Laborer	14.31
Locksmith	21.31
Machinery Maintenance Mechanic	24.78
Machinist, Maintenance	23.13
Maintenance Trades Helper	18.73
Millwright	25.22
Office Appliance Repairer	21.31
Painter, Aircraft	23.77
Painter, Maintenance	24.03
Pipefitter, Maintenance	29.11
Plumber, Maintenance	26.16
Pneudraulic Systems Mechanic	22.20
Rigger	22.20
Scale Mechanic	20.64
Sheet-Metal Worker, Maintenance	23.68
Small Engine Mechanic	20.64
Telecommunication Mechanic I	23.69
Telecommunication Mechanic II	24.39
Telephone Lineman	22.20
Welder, Combination, Maintenance	23.68
Well Driller	22.20
Woodcraft Worker	23.31
Woodworker	19.31

Miscellaneous Occupations

Animal Caretaker	12.98
Carnival Equipment Operator	13.47
Carnival Equipment Repairer	13.95
Carnival Worker	11.64
Cashier	8.36
Desk Clerk	9.42
Embalmer	20.83
Lifeguard	9.95
Mortician	24.19
Park Attendant (Aide)	12.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.03
Recreation Specialist	13.05
Recycling Worker	15.41
Sales Clerk	10.46
School Crossing Guard (Crosswalk Attendant)	11.64
Sport Official	9.23
Survey Party Chief (Chief of Party)	16.99
Surveying Aide	8.83
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.52
Swimming Pool Operator	14.94
Vending Machine Attendant	11.06
Vending Machine Repairer	13.90
Vending Machine Repairer Helper	11.06

Personal Needs Occupations

Child Care Attendant	9.42
Child Care Center Clerk	13.52
Chore Aid	11.03
Homemaker	12.75

Plant and System Operation Occupations

Boiler Tender	24.31
Sewage Plant Operator	22.55
Stationary Engineer	24.31
Ventilation Equipment Tender	18.64
Water Treatment Plant Operator	21.31

Protective Service Occupations

Alarm Monitor	15.61
Corrections Officer	17.27
Court Security Officer	18.22
Detention Officer	17.93
Firefighter	16.53
Guard I	9.77
Guard II	15.62
Police Officer	20.86

Stevedoring/Longshoremen Occupations

Blocker and Bracer	19.29
Hatch Tender	19.29
Line Handler	19.29
Stevedore I	18.66
Stevedore II	19.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.79
Air Traffic Control Specialist, Station (2)	20.55
Air Traffic Control Specialist, Terminal (2)	22.63
Archeological Technician I	18.57
Archeological Technician II	20.77
Archeological Technician III	25.74
Cartographic Technician	19.67
Civil Engineering Technician	25.74
Computer Based Training (CBT) Specialist/ Instructor	27.19
Drafter I	12.06
Drafter II	14.87
Drafter III	18.68
Drafter IV	25.74
Engineering Technician I	11.95
Engineering Technician II	16.99
Engineering Technician III	21.57
Engineering Technician IV	25.74
Engineering Technician V	29.76
Engineering Technician VI	31.83
Environmental Technician	20.68
Flight Simulator/Instructor (Pilot)	28.10
Graphic Artist	25.30
Instructor	27.20
Laboratory Technician	18.99
Mathematical Technician	25.74
Paralegal/Legal Assistant I	18.29
Paralegal/Legal Assistant II	20.30
Paralegal/Legal Assistant III	24.84
Paralegal/Legal Assistant IV	29.99
Photooptics Technician	24.87
Technical Writer	24.97
Unexploded (UXO) Safety Escort	18.94
Unexploded (UXO) Sweep Personnel	18.94
Unexploded Ordnance (UXO) Technician I	18.94
Unexploded Ordnance (UXO) Technician II	22.91
Unexploded Ordnance (UXO) Technician III	27.46
Weather Observer, Combined Upper Air and Surface Programs (3)	15.94
Weather Observer, Senior (3)	17.72
Weather Observer, Upper Air (3)	15.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.79
Parking and Lot Attendant	10.36
Shuttle Bus Driver	15.71
Taxi Driver	12.42
Truckdriver, Heavy Truck	21.21
Truckdriver, Light Truck	11.63
Truckdriver, Medium Truck	18.16
Truckdriver, Tractor-Trailer	21.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2275
Revision No.: 18
Date of Last Revision: 07/10/2002

State: Michigan

Area: Michigan Counties of Bay, Clare, Clinton, Gladwin, Gratiot, Huron, Isabella, Lake, Mason, Mecosta, Midland, Montcalm, Newaygo, Oceana, Osceola, Saginaw, Sanilac, Shiawassee, Tuscola

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	9.14
01012	Accounting Clerk II	11.48
01013	Accounting Clerk III	13.79
01014	Accounting Clerk IV	17.06
01030	Court Reporter	14.19
01050	Dispatcher, Motor Vehicle	14.19
01060	Document Preparation Clerk	11.90
01070	Messenger (Courier)	9.28
01090	Duplicating Machine Operator	10.82
01110	Film/Tape Librarian	13.08
01115	General Clerk I	9.08
01116	General Clerk II	10.21
01117	General Clerk III	11.15
01118	General Clerk IV	13.75
01120	Housing Referral Assistant	16.63
01131	Key Entry Operator I	10.10
01132	Key Entry Operator II	10.83
01191	Order Clerk I	10.10
01192	Order Clerk II	11.72
01261	Personnel Assistant (Employment) I	10.66
01262	Personnel Assistant (Employment) II	12.74
01263	Personnel Assistant (Employment) III	14.19
01264	Personnel Assistant (Employment) IV	16.03
01270	Production Control Clerk	17.47
01290	Rental Clerk	13.22
01300	Scheduler, Maintenance	13.39
01311	Secretary I	13.89
01312	Secretary II	15.44
01313	Secretary III	16.63
01314	Secretary IV	18.61
01315	Secretary V	20.80
01320	Service Order Dispatcher	13.08

01341	Stenographer I	9.99
01342	Stenographer II	13.08
01400	Supply Technician	18.61
01420	Survey Worker (Interviewer)	14.19
01460	Switchboard Operator-Receptionist	10.66
01510	Test Examiner	14.19
01520	Test Proctor	14.19
01531	Travel Clerk I	10.42
01532	Travel Clerk II	11.30
01533	Travel Clerk III	12.24
01611	Word Processor I	10.66
01612	Word Processor II	13.22
01613	Word Processor III	14.19
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	14.30
03041	Computer Operator I	11.86
03042	Computer Operator II	13.96
03043	Computer Operator III	15.57
03044	Computer Operator IV	15.61
03045	Computer Operator V	16.08
03071	Computer Programmer I (1)	15.31
03072	Computer Programmer II (1)	17.60
03073	Computer Programmer III (1)	22.20
03074	Computer Programmer IV (1)	25.28
03101	Computer Systems Analyst I (1)	20.68
03102	Computer Systems Analyst II (1)	24.92
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.91
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	21.07
05010	Automotive Glass Installer	18.58
05040	Automotive Worker	18.58
05070	Electrician, Automotive	19.18
05100	Mobile Equipment Servicer	17.40
05130	Motor Equipment Metal Mechanic	19.77
05160	Motor Equipment Metal Worker	18.58
05190	Motor Vehicle Mechanic	19.77
05220	Motor Vehicle Mechanic Helper	16.81
05250	Motor Vehicle Upholstery Worker	17.99
05280	Motor Vehicle Wrecker	18.58
05310	Painter, Automotive	19.18
05340	Radiator Repair Specialist	18.58
05370	Tire Repairer	16.81
05400	Transmission Repair Specialist	19.77
07000	Food Preparation and Service Occupations	
	Food Service Worker	10.00

07010	Baker	12.65
07041	Cook I	11.90
07042	Cook II	12.65
07070	Dishwasher	10.00
07130	Meat Cutter	14.12
07250	Waiter/Waitress	10.61
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	19.18
09040	Furniture Handler	15.66
09070	Furniture Refinisher	19.18
09100	Furniture Refinisher Helper	16.81
09110	Furniture Repairer, Minor	17.99
09130	Upholsterer	19.18
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.00
11060	Elevator Operator	12.65
11090	Gardener	11.90
11121	House Keeping Aid I	9.68
11122	House Keeping Aid II	11.80
11150	Janitor	12.65
11210	Laborer, Grounds Maintenance	10.61
11240	Maid or Houseman	9.46
11270	Pest Controller	13.48
11300	Refuse Collector	11.00
11330	Tractor Operator	11.52
11360	Window Cleaner	13.42
12000	Health Occupations	
12020	Dental Assistant	12.02
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
12071	Licensed Practical Nurse I	12.16
12072	Licensed Practical Nurse II	13.67
12073	Licensed Practical Nurse III	15.31
12100	Medical Assistant	11.28
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.81
12222	Nursing Assistant II	8.78
12223	Nursing Assistant III	10.25
12224	Nursing Assistant IV	10.75
12250	Pharmacy Technician	12.19
12280	Phlebotomist	10.99
12311	Registered Nurse I	16.17
12312	Registered Nurse II	22.68
12313	Registered Nurse II, Specialist	22.68

12314	Registered Nurse III	23.86
12315	Registered Nurse III, Anesthetist	23.86
12316	Registered Nurse IV	28.60
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.95
13011	Exhibits Specialist I	14.30
13012	Exhibits Specialist II	17.58
13013	Exhibits Specialist III	21.50
13041	Illustrator I	14.30
13042	Illustrator II	17.58
13043	Illustrator III	21.50
13047	Librarian	21.48
13050	Library Technician	14.30
13071	Photographer I	12.12
13072	Photographer II	14.83
13073	Photographer III	17.53
13074	Photographer IV	21.55
13075	Photographer V	24.49
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.12
15030	Counter Attendant	8.12
15040	Dry Cleaner	10.42
15070	Finisher, Flatwork, Machine	8.12
15090	Presser, Hand	8.12
15100	Presser, Machine, Drycleaning	8.12
15130	Presser, Machine, Shirts	8.12
15160	Presser, Machine, Wearing Apparel, Laundry	8.12
15190	Sewing Machine Operator	12.01
15220	Tailor	12.36
15250	Washer, Machine	8.74
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	20.36
19040	Tool and Die Maker	22.88
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	17.40
21020	Material Coordinator	16.58
21030	Material Expediter	16.58
21040	Material Handling Laborer	15.24
21050	Order Filler	15.12
21071	Forklift Operator	15.66
21080	Production Line Worker (Food Processing)	15.66
21100	Shipping/Receiving Clerk	15.66
21130	Shipping Packer	15.66
21140	Store Worker I	14.00
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.50

21210	Tools and Parts Attendant	15.66
21400	Warehouse Specialist	15.66
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.77
23040	Aircraft Mechanic Helper	16.81
23050	Aircraft Quality Control Inspector	20.36
23060	Aircraft Servicer	17.99
23070	Aircraft Worker	18.58
23100	Appliance Mechanic	19.18
23120	Bicycle Repairer	16.81
23125	Cable Splicer	22.95
23130	Carpenter, Maintenance	19.18
23140	Carpet Layer	18.58
23160	Electrician, Maintenance	19.77
23181	Electronics Technician, Maintenance I	19.48
23182	Electronics Technician, Maintenance II	20.10
23183	Electronics Technician, Maintenance III	20.72
23260	Fabric Worker	17.99
23290	Fire Alarm System Mechanic	19.77
23310	Fire Extinguisher Repairer	17.40
23340	Fuel Distribution System Mechanic	19.77
23370	General Maintenance Worker	18.58
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.77
23430	Heavy Equipment Mechanic	19.77
23440	Heavy Equipment Operator	19.77
23460	Instrument Mechanic	19.77
23470	Laborer	10.87
23500	Locksmith	19.18
23530	Machinery Maintenance Mechanic	21.75
23550	Machinist, Maintenance	19.77
23580	Maintenance Trades Helper	16.81
23640	Millwright	22.13
23700	Office Appliance Repairer	19.18
23740	Painter, Aircraft	24.27
23760	Painter, Maintenance	19.18
23790	Pipefitter, Maintenance	21.75
23800	Plumber, Maintenance	19.18
23820	Pneudraulic Systems Mechanic	19.77
23850	Rigger	19.77
23870	Scale Mechanic	18.58
23890	Sheet-Metal Worker, Maintenance	19.83
23910	Small Engine Mechanic	18.58
23930	Telecommunication Mechanic I	19.77
23931	Telecommunication Mechanic II	20.36
23950	Telephone Lineman	19.77
23960	Welder, Combination, Maintenance	19.77
23965	Well Driller	19.77
23970	Woodcraft Worker	19.77

23980	Woodworker	17.40
24000	Personal Needs Occupations	
24570	Child Care Attendant	7.26
24580	Child Care Center Clerk	9.05
24600	Chore Aid	9.46
24630	Homemaker	10.05
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.56
25040	Sewage Plant Operator	19.52
25070	Stationary Engineer	20.56
25190	Ventilation Equipment Tender	16.81
25210	Water Treatment Plant Operator	19.81
27000	Protective Service Occupations	
	Police Officer	21.36
27004	Alarm Monitor	16.39
27006	Corrections Officer	20.44
27010	Court Security Officer	20.44
27040	Detention Officer	20.44
27070	Firefighter	18.51
27101	Guard I	10.64
27102	Guard II	16.05
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	17.36
28020	Hatch Tender	17.36
28030	Line Handler	17.36
28040	Stevedore I	16.78
28050	Stevedore II	17.94
29000	Technical Occupations	
21150	Graphic Artist	18.60
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.55
29024	Archeological Technician II	12.92
29025	Archeological Technician III	16.00
29030	Cartographic Technician	16.00
29035	Computer Based Training (CBT) Specialist/ Instructor	20.46
29040	Civil Engineering Technician	17.01
29061	Drafter I	10.87
29062	Drafter II	12.17
29063	Drafter III	14.30
29064	Drafter IV	17.58
29081	Engineering Technician I	11.73
29082	Engineering Technician II	12.26

29083	Engineering Technician III	14.11
29084	Engineering Technician IV	17.26
29085	Engineering Technician V	21.77
29086	Engineering Technician VI	24.79
29090	Environmental Technician	17.60
29100	Flight Simulator/Instructor (Pilot)	24.65
29160	Instructor	19.61
29210	Laboratory Technician	15.61
29240	Mathematical Technician	17.58
29361	Paralegal/Legal Assistant I	15.78
29362	Paralegal/Legal Assistant II	17.66
29363	Paralegal/Legal Assistant III	21.57
29364	Paralegal/Legal Assistant IV	26.14
29390	Photooptics Technician	17.05
29480	Technical Writer	20.75
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	15.86
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.27
29622	Weather Observer, Upper Air (3)	14.27
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	14.83
31260	Parking and Lot Attendant	11.31
31290	Shuttle Bus Driver	14.99
31300	Taxi Driver	12.78
31361	Truckdriver, Light Truck	14.35
31362	Truckdriver, Medium Truck	15.61
31363	Truckdriver, Heavy Truck	16.41
31364	Truckdriver, Tractor-Trailer	16.41
99000	Miscellaneous Occupations	
99020	Animal Caretaker	11.14
99030	Cashier	6.81
99041	Carnival Equipment Operator	11.56
99042	Carnival Equipment Repairer	11.99
99043	Carnival Worker	10.00
99050	Desk Clerk	7.47
99095	Embalmer	17.43
99300	Lifeguard	7.44
99310	Mortician	25.95
99350	Park Attendant (Aide)	9.35
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.26
99500	Recreation Specialist	9.19
99510	Recycling Worker	12.67

99610	Sales Clerk	7.44
99620	School Crossing Guard (Crosswalk Attendant)	10.00
99630	Sport Official	6.47
99658	Survey Party Chief (Chief of Party)	13.69
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.97
99660	Surveying Aide	7.83
99690	Swimming Pool Operator	12.65
99720	Vending Machine Attendant	11.52
99730	Vending Machine Repairer	12.65
99740	Vending Machine Repairer Helper	11.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

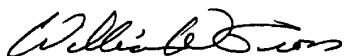
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When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2277
Revision No.: 16
Date of Last Revision: 07/10/2002

State: Michigan

Area: Michigan Counties of Barry, Berrien, Branch, Calhoun, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Saint Joseph, Van Buren

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.33
01012	Accounting Clerk II	12.72
01013	Accounting Clerk III	14.28
01014	Accounting Clerk IV	17.42
01030	Court Reporter	15.60
01050	Dispatcher, Motor Vehicle	15.89
01060	Document Preparation Clerk	13.01
01070	Messenger (Courier)	8.69
01090	Duplicating Machine Operator	11.83
01110	Film/Tape Librarian	13.02
01115	General Clerk I	7.90
01116	General Clerk II	10.12
01117	General Clerk III	10.29
01118	General Clerk IV	11.87
01120	Housing Referral Assistant	16.85
01131	Key Entry Operator I	9.35
01132	Key Entry Operator II	10.81
01191	Order Clerk I	10.33
01192	Order Clerk II	12.06
01261	Personnel Assistant (Employment) I	9.66
01262	Personnel Assistant (Employment) II	12.62
01263	Personnel Assistant (Employment) III	14.96
01264	Personnel Assistant (Employment) IV	17.27
01270	Production Control Clerk	17.45
01290	Rental Clerk	12.62
01300	Scheduler, Maintenance	13.02
01311	Secretary I	12.62
01312	Secretary II	14.03
01313	Secretary III	15.76
01314	Secretary IV	16.68
01315	Secretary V	17.97
01320	Service Order Dispatcher	12.62

01341	Stenographer I	13.40
01342	Stenographer II	14.91
01400	Supply Technician	16.68
01420	Survey Worker (Interviewer)	15.60
01460	Switchboard Operator-Receptionist	9.66
01510	Test Examiner	15.00
01520	Test Proctor	15.00
01531	Travel Clerk I	10.42
01532	Travel Clerk II	11.30
01533	Travel Clerk III	12.24
01611	Word Processor I	11.22
01612	Word Processor II	12.62
01613	Word Processor III	15.60
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	11.45
03041	Computer Operator I	12.13
03042	Computer Operator II	14.25
03043	Computer Operator III	17.74
03044	Computer Operator IV	19.01
03045	Computer Operator V	20.82
03071	Computer Programmer I (1)	15.84
03072	Computer Programmer II (1)	17.04
03073	Computer Programmer III (1)	20.26
03074	Computer Programmer IV (1)	24.32
03101	Computer Systems Analyst I (1)	21.76
03102	Computer Systems Analyst II (1)	23.97
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.17
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	19.51
05010	Automotive Glass Installer	18.04
05040	Automotive Worker	18.04
05070	Electrician, Automotive	18.75
05100	Mobile Equipment Servicer	16.58
05130	Motor Equipment Metal Mechanic	19.51
05160	Motor Equipment Metal Worker	18.04
05190	Motor Vehicle Mechanic	20.54
05220	Motor Vehicle Mechanic Helper	15.89
05250	Motor Vehicle Upholstery Worker	17.33
05280	Motor Vehicle Wrecker	18.04
05310	Painter, Automotive	18.75
05340	Radiator Repair Specialist	18.04
05370	Tire Repairer	16.02
05400	Transmission Repair Specialist	19.51
07000	Food Preparation and Service Occupations	
	Food Service Worker	12.21

07010	Baker	16.06
07041	Cook I	14.80
07042	Cook II	16.06
07070	Dishwasher	12.21
07130	Meat Cutter	16.06
07250	Waiter/Waitress	12.84
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.75
09040	Furniture Handler	14.44
09070	Furniture Refinisher	18.75
09100	Furniture Refinisher Helper	15.89
09110	Furniture Repairer, Minor	17.33
09130	Upholsterer	18.75
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	12.21
11060	Elevator Operator	12.21
11090	Gardener	14.80
11121	House Keeping Aid I	11.47
11122	House Keeping Aid II	12.21
11150	Janitor	12.21
11210	Laborer, Grounds Maintenance	12.84
11240	Maid or Houseman	11.47
11270	Pest Controller	15.40
11300	Refuse Collector	12.21
11330	Tractor Operator	14.15
11360	Window Cleaner	12.84
12000	Health Occupations	
12020	Dental Assistant	11.84
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.65
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	12.36
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.76
12222	Nursing Assistant II	8.76
12223	Nursing Assistant III	9.52
12224	Nursing Assistant IV	9.98
12250	Pharmacy Technician	14.80
12280	Phlebotomist	14.51
12311	Registered Nurse I	16.72
12312	Registered Nurse II	20.66
12313	Registered Nurse II, Specialist	20.66

12314	Registered Nurse III	21.57
12315	Registered Nurse III, Anesthetist	21.57
12316	Registered Nurse IV	25.63
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	17.56
13011	Exhibits Specialist I	14.65
13012	Exhibits Specialist II	17.03
13013	Exhibits Specialist III	20.26
13041	Illustrator I	14.65
13042	Illustrator II	17.03
13043	Illustrator III	20.26
13047	Librarian	22.10
13050	Library Technician	13.32
13071	Photographer I	13.02
13072	Photographer II	16.46
13073	Photographer III	19.12
13074	Photographer IV	22.75
13075	Photographer V	27.33
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.68
15030	Counter Attendant	7.68
15040	Dry Cleaner	10.42
15070	Finisher, Flatwork, Machine	7.68
15090	Presser, Hand	7.68
15100	Presser, Machine, Drycleaning	7.68
15130	Presser, Machine, Shirts	7.68
15160	Presser, Machine, Wearing Apparel, Laundry	7.68
15190	Sewing Machine Operator	11.34
15220	Tailor	12.28
15250	Washer, Machine	8.74
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	20.63
19040	Tool and Die Maker	23.77
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.58
21020	Material Coordinator	17.49
21030	Material Expediter	17.49
21040	Material Handling Laborer	13.53
21050	Order Filler	13.87
21071	Forklift Operator	13.87
21080	Production Line Worker (Food Processing)	19.79
21100	Shipping/Receiving Clerk	12.19
21130	Shipping Packer	15.09
21140	Store Worker I	11.49
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.10

21210	Tools and Parts Attendant	17.80
21400	Warehouse Specialist	19.79
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.51
23040	Aircraft Mechanic Helper	15.89
23050	Aircraft Quality Control Inspector	20.18
23060	Aircraft Servicer	17.33
23070	Aircraft Worker	18.04
23100	Appliance Mechanic	18.75
23120	Bicycle Repairer	16.02
23125	Cable Splicer	21.46
23130	Carpenter, Maintenance	18.75
23140	Carpet Layer	18.04
23160	Electrician, Maintenance	21.91
23181	Electronics Technician, Maintenance I	20.79
23182	Electronics Technician, Maintenance II	21.60
23183	Electronics Technician, Maintenance III	22.48
23260	Fabric Worker	17.33
23290	Fire Alarm System Mechanic	19.51
23310	Fire Extinguisher Repairer	16.58
23340	Fuel Distribution System Mechanic	19.51
23370	General Maintenance Worker	18.04
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.51
23430	Heavy Equipment Mechanic	19.51
23440	Heavy Equipment Operator	20.23
23460	Instrument Mechanic	19.51
23470	Laborer	13.45
23500	Locksmith	18.75
23530	Machinery Maintenance Mechanic	23.17
23550	Machinist, Maintenance	19.51
23580	Maintenance Trades Helper	15.89
23640	Millwright	21.95
23700	Office Appliance Repairer	18.75
23740	Painter, Aircraft	18.75
23760	Painter, Maintenance	18.75
23790	Pipefitter, Maintenance	24.07
23800	Plumber, Maintenance	20.58
23820	Pneudraulic Systems Mechanic	19.51
23850	Rigger	19.51
23870	Scale Mechanic	18.04
23890	Sheet-Metal Worker, Maintenance	22.04
23910	Small Engine Mechanic	18.04
23930	Telecommunication Mechanic I	19.51
23931	Telecommunication Mechanic II	20.18
23950	Telephone Lineman	19.51
23960	Welder, Combination, Maintenance	19.51
23965	Well Driller	19.51
23970	Woodcraft Worker	19.51

23980	Woodworker	16.58
24000	Personal Needs Occupations	
24570	Child Care Attendant	10.54
24580	Child Care Center Clerk	13.14
24600	Chore Aid	11.47
24630	Homemaker	14.59
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.51
25040	Sewage Plant Operator	18.75
25070	Stationary Engineer	19.51
25190	Ventilation Equipment Tender	15.89
25210	Water Treatment Plant Operator	18.75
27000	Protective Service Occupations	
	Police Officer	19.42
27004	Alarm Monitor	15.55
27006	Corrections Officer	18.05
27010	Court Security Officer	17.79
27040	Detention Officer	18.05
27070	Firefighter	17.32
27101	Guard I	10.26
27102	Guard II	15.55
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	22.47
28020	Hatch Tender	22.47
28030	Line Handler	22.47
28040	Stevedore I	21.58
28050	Stevedore II	23.36
29000	Technical Occupations	
21150	Graphic Artist	19.32
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.50
29024	Archeological Technician II	12.86
29025	Archeological Technician III	15.93
29030	Cartographic Technician	18.89
29035	Computer Based Training (CBT) Specialist/ Instructor	19.45
29040	Civil Engineering Technician	18.36
29061	Drafter I	11.92
29062	Drafter II	13.66
29063	Drafter III	14.91
29064	Drafter IV	17.48
29081	Engineering Technician I	13.31
29082	Engineering Technician II	14.78

29083	Engineering Technician III	17.34
29084	Engineering Technician IV	20.45
29085	Engineering Technician V	21.16
29086	Engineering Technician VI	25.41
29090	Environmental Technician	17.03
29100	Flight Simulator/Instructor (Pilot)	22.62
29160	Instructor	18.95
29210	Laboratory Technician	16.32
29240	Mathematical Technician	17.04
29361	Paralegal/Legal Assistant I	15.32
29362	Paralegal/Legal Assistant II	16.22
29363	Paralegal/Legal Assistant III	19.84
29364	Paralegal/Legal Assistant IV	24.01
29390	Photooptics Technician	19.13
29480	Technical Writer	19.45
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	18.11
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.27
29622	Weather Observer, Upper Air (3)	15.27
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.69
31260	Parking and Lot Attendant	11.95
31290	Shuttle Bus Driver	14.40
31300	Taxi Driver	13.81
31361	Truckdriver, Light Truck	13.54
31362	Truckdriver, Medium Truck	14.16
31363	Truckdriver, Heavy Truck	16.82
31364	Truckdriver, Tractor-Trailer	19.34
99000	Miscellaneous Occupations	
99020	Animal Caretaker	13.39
99030	Cashier	8.60
99041	Carnival Equipment Operator	14.12
99042	Carnival Equipment Repairer	14.73
99043	Carnival Worker	12.21
99050	Desk Clerk	10.54
99095	Embalmer	18.23
99300	Lifeguard	9.47
99310	Mortician	20.97
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
99500	Recreation Specialist	14.59
99510	Recycling Worker	14.15

99610	Sales Clerk	9.39
99620	School Crossing Guard (Crosswalk Attendant)	12.21
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	16.78
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.48
99660	Surveying Aide	8.81
99690	Swimming Pool Operator	16.06
99720	Vending Machine Attendant	10.44
99730	Vending Machine Repairer	13.12
99740	Vending Machine Repairer Helper	10.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

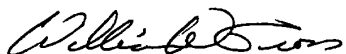
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2279
Revision No.: 16
Date of Last Revision: 05/29/2002

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.27
01012	Accounting Clerk II	11.41
01013	Accounting Clerk III	14.80
01014	Accounting Clerk IV	19.42
01030	Court Reporter	14.05
01050	Dispatcher, Motor Vehicle	11.92
01060	Document Preparation Clerk	10.71
01070	Messenger (Courier)	8.44
01090	Duplicating Machine Operator	10.71
01110	Film/Tape Librarian	8.51
01115	General Clerk I	9.66
01116	General Clerk II	11.86
01117	General Clerk III	15.60
01118	General Clerk IV	16.70
01120	Housing Referral Assistant	15.07
01131	Key Entry Operator I	10.25
01132	Key Entry Operator II	10.72
01191	Order Clerk I	10.60
01192	Order Clerk II	11.49
01261	Personnel Assistant (Employment) I	10.71
01262	Personnel Assistant (Employment) II	12.00
01263	Personnel Assistant (Employment) III	15.03
01264	Personnel Assistant (Employment) IV	16.70
01270	Production Control Clerk	16.08
01290	Rental Clerk	8.51
01300	Scheduler, Maintenance	10.21
01311	Secretary I	10.42
01312	Secretary II	13.56
01313	Secretary III	15.07
01314	Secretary IV	16.91
01315	Secretary V	20.66
01320	Service Order Dispatcher	9.14

01341	Stenographer I	10.21
01342	Stenographer II	12.51
01400	Supply Technician	16.58
01420	Survey Worker (Interviewer)	12.34
01460	Switchboard Operator-Receptionist	9.98
01510	Test Examiner	13.56
01520	Test Proctor	13.56
01531	Travel Clerk I	9.47
01532	Travel Clerk II	10.27
01533	Travel Clerk III	11.13
01611	Word Processor I	9.81
01612	Word Processor II	11.80
01613	Word Processor III	13.18
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.30
03041	Computer Operator I	8.58
03042	Computer Operator II	13.04
03043	Computer Operator III	14.39
03044	Computer Operator IV	17.37
03045	Computer Operator V	19.24
03071	Computer Programmer I (1)	13.04
03072	Computer Programmer II (1)	17.37
03073	Computer Programmer III (1)	20.23
03074	Computer Programmer IV (1)	24.78
03101	Computer Systems Analyst I (1)	20.77
03102	Computer Systems Analyst II (1)	25.12
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.54
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.84
05010	Automotive Glass Installer	16.59
05040	Automotive Worker	16.59
05070	Electrician, Automotive	17.31
05100	Mobile Equipment Servicer	15.35
05130	Motor Equipment Metal Mechanic	17.84
05160	Motor Equipment Metal Worker	16.59
05190	Motor Vehicle Mechanic	18.28
05220	Motor Vehicle Mechanic Helper	14.63
05250	Motor Vehicle Upholstery Worker	16.06
05280	Motor Vehicle Wrecker	16.59
05310	Painter, Automotive	17.31
05340	Radiator Repair Specialist	16.59
05370	Tire Repairer	14.83
05400	Transmission Repair Specialist	17.84
07000	Food Preparation and Service Occupations	
	Food Service Worker	10.61

07010	Baker	14.10
07041	Cook I	13.02
07042	Cook II	14.10
07070	Dishwasher	10.61
07130	Meat Cutter	14.10
07250	Waiter/Waitress	11.21
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.31
09040	Furniture Handler	13.31
09070	Furniture Refinisher	17.72
09100	Furniture Refinisher Helper	14.78
09110	Furniture Repairer, Minor	16.25
09130	Upholsterer	17.72
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.61
11060	Elevator Operator	10.61
11090	Gardener	13.02
11121	House Keeping Aid I	10.00
11122	House Keeping Aid II	10.61
11150	Janitor	10.61
11210	Laborer, Grounds Maintenance	11.21
11240	Maid or Houseman	10.00
11270	Pest Controller	13.61
11300	Refuse Collector	12.20
11330	Tractor Operator	12.41
11360	Window Cleaner	11.21
12000	Health Occupations	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
12071	Licensed Practical Nurse I	10.22
12072	Licensed Practical Nurse II	11.47
12073	Licensed Practical Nurse III	12.83
12100	Medical Assistant	10.75
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	10.53
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.28
12222	Nursing Assistant II	9.30
12223	Nursing Assistant III	10.15
12224	Nursing Assistant IV	11.39
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.34
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97
12313	Registered Nurse II, Specialist	20.91

12314	Registered Nurse III	25.37
12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	15.19
13011	Exhibits Specialist I	13.02
13012	Exhibits Specialist II	17.31
13013	Exhibits Specialist III	20.23
13041	Illustrator I	13.02
13042	Illustrator II	17.31
13043	Illustrator III	20.23
13047	Librarian	19.49
13050	Library Technician	11.88
13071	Photographer I	8.57
13072	Photographer II	13.02
13073	Photographer III	17.31
13074	Photographer IV	20.23
13075	Photographer V	24.78
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.68
15030	Counter Attendant	7.68
15040	Dry Cleaner	10.42
15070	Finisher, Flatwork, Machine	7.68
15090	Presser, Hand	7.68
15100	Presser, Machine, Drycleaning	7.68
15130	Presser, Machine, Shirts	7.68
15160	Presser, Machine, Wearing Apparel, Laundry	7.68
15190	Sewing Machine Operator	11.34
15220	Tailor	12.28
15250	Washer, Machine	8.59
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.31
19040	Tool and Die Maker	19.54
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.52
21020	Material Coordinator	17.79
21030	Material Expediter	17.79
21040	Material Handling Laborer	10.47
21050	Order Filler	10.83
21071	Forklift Operator	12.96
21080	Production Line Worker (Food Processing)	14.54
21100	Shipping/Receiving Clerk	12.01
21130	Shipping Packer	10.19
21140	Store Worker I	11.71
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.90

21210	Tools and Parts Attendant	14.54
21400	Warehouse Specialist	14.54
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	18.46
23040	Aircraft Mechanic Helper	14.78
23050	Aircraft Quality Control Inspector	19.20
23060	Aircraft Servicer	16.25
23070	Aircraft Worker	16.99
23100	Appliance Mechanic	17.72
23120	Bicycle Repairer	14.83
23125	Cable Splicer	20.52
23130	Carpenter, Maintenance	17.31
23140	Carpet Layer	16.99
23160	Electrician, Maintenance	18.89
23181	Electronics Technician, Maintenance I	16.99
23182	Electronics Technician, Maintenance II	17.72
23183	Electronics Technician, Maintenance III	18.77
23260	Fabric Worker	16.25
23290	Fire Alarm System Mechanic	18.46
23310	Fire Extinguisher Repairer	15.52
23340	Fuel Distribution System Mechanic	18.46
23370	General Maintenance Worker	16.59
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.49
23430	Heavy Equipment Mechanic	18.29
23440	Heavy Equipment Operator	19.53
23460	Instrument Mechanic	18.46
23470	Laborer	11.04
23500	Locksmith	17.72
23530	Machinery Maintenance Mechanic	19.76
23550	Machinist, Maintenance	17.46
23580	Maintenance Trades Helper	14.63
23640	Millwright	18.46
23700	Office Appliance Repairer	17.72
23740	Painter, Aircraft	17.72
23760	Painter, Maintenance	17.31
23790	Pipefitter, Maintenance	20.82
23800	Plumber, Maintenance	19.91
23820	Pneudraulic Systems Mechanic	18.46
23850	Rigger	18.46
23870	Scale Mechanic	16.99
23890	Sheet-Metal Worker, Maintenance	20.25
23910	Small Engine Mechanic	16.59
23930	Telecommunication Mechanic I	18.46
23931	Telecommunication Mechanic II	19.20
23950	Telephone Lineman	18.46
23960	Welder, Combination, Maintenance	17.84
23965	Well Driller	18.46
23970	Woodcraft Worker	18.46

23980	Woodworker	15.35
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.73
24580	Child Care Center Clerk	10.88
24600	Chore Aid	10.00
24630	Homemaker	12.08
25000	Plant and System Operation Occupations	
25010	Boiler Tender	18.64
25040	Sewage Plant Operator	17.72
25070	Stationary Engineer	18.64
25190	Ventilation Equipment Tender	14.78
25210	Water Treatment Plant Operator	17.31
27000	Protective Service Occupations	
	Police Officer	18.20
27004	Alarm Monitor	12.86
27006	Corrections Officer	17.62
27010	Court Security Officer	19.30
27040	Detention Officer	17.62
27070	Firefighter	14.43
27101	Guard I	9.66
27102	Guard II	12.12
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	16.24
28020	Hatch Tender	16.24
28030	Line Handler	16.24
28040	Stevedore I	14.24
28050	Stevedore II	15.32
29000	Technical Occupations	
21150	Graphic Artist	17.01
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.60
29024	Archeological Technician II	12.96
29025	Archeological Technician III	16.05
29030	Cartographic Technician	17.48
29035	Computer Based Training (CBT) Specialist/ Instructor	20.71
29040	Civil Engineering Technician	16.26
29061	Drafter I	10.38
29062	Drafter II	11.99
29063	Drafter III	14.15
29064	Drafter IV	17.31
29081	Engineering Technician I	12.92
29082	Engineering Technician II	16.26

29083	Engineering Technician III	19.17
29084	Engineering Technician IV	21.56
29085	Engineering Technician V	23.28
29086	Engineering Technician VI	28.52
29090	Environmental Technician	15.10
29100	Flight Simulator/Instructor (Pilot)	22.85
29160	Instructor	18.60
29210	Laboratory Technician	13.33
29240	Mathematical Technician	17.31
29361	Paralegal/Legal Assistant I	12.18
29362	Paralegal/Legal Assistant II	15.19
29363	Paralegal/Legal Assistant III	18.52
29364	Paralegal/Legal Assistant IV	22.47
29390	Photooptics Technician	17.37
29480	Technical Writer	19.59
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	13.96
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	11.56
29622	Weather Observer, Upper Air (3)	11.56
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	10.17
31260	Parking and Lot Attendant	5.86
31290	Shuttle Bus Driver	10.38
31300	Taxi Driver	9.43
31361	Truckdriver, Light Truck	10.38
31362	Truckdriver, Medium Truck	12.08
31363	Truckdriver, Heavy Truck	15.17
31364	Truckdriver, Tractor-Trailer	15.17
99000	Miscellaneous Occupations	
99020	Animal Caretaker	11.81
99030	Cashier	7.04
99041	Carnival Equipment Operator	12.41
99042	Carnival Equipment Repairer	13.02
99043	Carnival Worker	10.61
99050	Desk Clerk	8.73
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
99500	Recreation Specialist	12.08
99510	Recycling Worker	14.27

99610	Sales Clerk	8.64
99620	School Crossing Guard (Crosswalk Attendant)	10.61
99630	Sport Official	8.55
99658	Survey Party Chief (Chief of Party)	13.16
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.97
99660	Surveying Aide	7.83
99690	Swimming Pool Operator	14.10
99720	Vending Machine Attendant	12.41
99730	Vending Machine Repairer	14.10
99740	Vending Machine Repairer Helper	12.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3011
Revision No.: 3
Date of Last Revision: 06/05/2002

State: Michigan

Area: Michigan County of Livingston

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.01
Accounting Clerk II	11.21
Accounting Clerk III	14.40
Accounting Clerk IV	18.41
Court Reporter	15.65
Dispatcher, Motor Vehicle	15.65
Document Preparation Clerk	13.61
Duplicating Machine Operator	13.06
Film/Tape Librarian	13.06
General Clerk I	9.08
General Clerk II	10.10
General Clerk III	13.25
General Clerk IV	13.48
Housing Referral Assistant	16.59
Key Entry Operator I	10.13
Key Entry Operator II	13.06
Messenger (Courier)	11.21
Order Clerk I	11.57
Order Clerk II	15.69
Personnel Assistant (Employment) I	13.41
Personnel Assistant (Employment) II	15.07
Personnel Assistant (Employment) III	17.58
Personnel Assistant (Employment) IV	19.61
Production Control Clerk	18.00
Rental Clerk	13.68
Scheduler, Maintenance	13.68
Secretary I	14.78
Secretary II	16.05
Secretary III	18.00
Secretary IV	20.62
Secretary V	23.27
Service Order Dispatcher	15.02
Stenographer I	13.36

Stenographer II	15.02
Supply Technician	18.91
Survey Worker (Interviewer)	15.65
Switchboard Operator-Receptionist	11.03
Test Examiner	15.65
Test Proctor	15.65
Travel Clerk I	9.92
Travel Clerk II	10.76
Travel Clerk III	11.66
Word Processor I	11.13
Word Processor II	13.71
Word Processor III	18.81

Automatic Data Processing Occupations

Computer Data Librarian	13.07
Computer Operator I	13.34
Computer Operator II	13.88
Computer Operator III	16.74
Computer Operator IV	19.67
Computer Operator V	21.80
Computer Programmer I (1)	18.52
Computer Programmer II (1)	22.15
Computer Programmer III (1)	26.75
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.36

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	23.13
Automotive Glass Installer	21.67
Automotive Worker	21.67
Electrician, Automotive	22.41
Mobile Equipment Servicer	20.27
Motor Equipment Metal Mechanic	23.13
Motor Equipment Metal Worker	21.67
Motor Vehicle Mechanic	23.13
Motor Vehicle Mechanic Helper	19.56
Motor Vehicle Upholstery Worker	20.96
Motor Vehicle Wrecker	21.67
Painter, Automotive	22.41
Radiator Repair Specialist	21.67
Tire Repairer	19.58
Transmission Repair Specialist	23.13

Food Preparation and Service Occupations

Baker	14.94
Cook I	13.96

Cook II	14.94
Dishwasher	11.64
Food Service Worker	11.64
Meat Cutter	15.50
Waiter/Waitress	12.36
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.31
Furniture Handler	17.09
Furniture Refinisher	21.31
Furniture Refinisher Helper	18.64
Furniture Repairer, Minor	19.98
Upholsterer	21.31
General Services and Support Occupations	
Cleaner, Vehicles	11.90
Elevator Operator	13.04
Gardener	15.80
House Keeping Aid I	11.04
House Keeping Aid II	12.18
Janitor	13.05
Laborer, Grounds Maintenance	13.99
Maid or Houseman	11.03
Pest Controller	15.47
Refuse Collector	13.39
Tractor Operator	14.72
Window Cleaner	13.85
Health Occupations	
Dental Assistant	11.43
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.81
Licensed Practical Nurse I	12.79
Licensed Practical Nurse II	14.37
Licensed Practical Nurse III	16.08
Medical Assistant	11.77
Medical Laboratory Technician	15.71
Medical Record Clerk	10.70
Medical Record Technician	15.98
Nursing Assistant I	8.58
Nursing Assistant II	9.63
Nursing Assistant III	12.91
Nursing Assistant IV	14.50
Pharmacy Technician	13.35
Phlebotomist	12.53
Registered Nurse I	19.31
Registered Nurse II	23.63
Registered Nurse II, Specialist	23.63
Registered Nurse III	27.14
Registered Nurse III, Anesthetist	27.14

Registered Nurse IV	31.89
Information and Arts Occupations	
Audiovisual Librarian	18.91
Exhibits Specialist I	18.68
Exhibits Specialist II	24.19
Exhibits Specialist III	28.05
Illustrator I	18.68
Illustrator II	25.74
Illustrator III	30.86
Librarian	26.36
Library Technician	13.33
Photographer I	14.87
Photographer II	18.68
Photographer III	24.19
Photographer IV	28.05
Photographer V	31.59
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.12
Counter Attendant	8.12
Dry Cleaner	11.03
Finisher, Flatwork, Machine	8.12
Presser, Hand	8.12
Presser, Machine, Drycleaning	8.12
Presser, Machine, Shirts	8.12
Presser, Machine, Wearing Apparel, Laundry	8.12
Sewing Machine Operator	12.01
Tailor	12.98
Washer, Machine	9.09
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.64
Tool and Die Maker	25.76
Material Handling and Packing Occupations	
Forklift Operator	19.36
Fuel Distribution System Operator	18.80
Material Coordinator	20.58
Material Expediter	20.58
Material Handling Laborer	18.05
Order Filler	12.52
Production Line Worker (Food Processing)	17.85
Shipping Packer	14.23
Shipping/Receiving Clerk	13.31
Stock Clerk (Shelf Stocker; Store Worker II)	16.90
Store Worker I	13.44
Tools and Parts Attendant	19.56
Warehouse Specialist	17.85

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.64
Aircraft Mechanic Helper	17.85
Aircraft Quality Control Inspector	23.37
Aircraft Servicer	19.59
Aircraft Worker	20.29
Appliance Mechanic	21.31
Bicycle Repairer	18.66
Cable Splicer	22.20
Carpenter, Maintenance	25.10
Carpet Layer	20.64
Electrician, Maintenance	25.90
Electronics Technician, Maintenance I	17.08
Electronics Technician, Maintenance II	24.57
Electronics Technician, Maintenance III	26.62
Fabric Worker	19.98
Fire Alarm System Mechanic	22.20
Fire Extinguisher Repairer	19.31
Fuel Distribution System Mechanic	22.20
General Maintenance Worker	20.64
Heating, Refrigeration and Air Conditioning Mechanic	22.20
Heavy Equipment Mechanic	22.20
Heavy Equipment Operator	22.20
Instrument Mechanic	22.20
Laborer	13.79
Locksmith	21.31
Machinery Maintenance Mechanic	22.53
Machinist, Maintenance	23.13
Maintenance Trades Helper	18.73
Millwright	25.22
Office Appliance Repairer	21.31
Painter, Aircraft	21.31
Painter, Maintenance	24.03
Pipefitter, Maintenance	29.11
Plumber, Maintenance	26.16
Pneudraulic Systems Mechanic	22.20
Rigger	22.20
Scale Mechanic	20.64
Sheet-Metal Worker, Maintenance	25.59
Small Engine Mechanic	20.64
Telecommunication Mechanic I	23.69
Telecommunication Mechanic II	24.39
Telephone Lineman	22.20
Welder, Combination, Maintenance	23.68
Well Driller	22.20
Woodcraft Worker	22.20
Woodworker	19.31

Miscellaneous Occupations

Animal Caretaker	12.98
Carnival Equipment Operator	13.47
Carnival Equipment Repairer	13.95
Carnival Worker	11.64
Cashier	8.36
Desk Clerk	9.42
Embalmer	20.83
Lifeguard	9.95
Mortician	22.64
Park Attendant (Aide)	12.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.69
Recreation Specialist	13.05
Recycling Worker	15.49
Sales Clerk	9.65
School Crossing Guard (Crosswalk Attendant)	11.64
Sport Official	9.23
Survey Party Chief (Chief of Party)	18.20
Surveying Aide	9.46
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.47
Swimming Pool Operator	14.94
Vending Machine Attendant	11.06
Vending Machine Repairer	13.90
Vending Machine Repairer Helper	11.06

Personal Needs Occupations

Child Care Attendant	9.42
Child Care Center Clerk	13.52
Chore Aid	11.03
Homemaker	12.75

Plant and System Operation Occupations

Boiler Tender	25.53
Sewage Plant Operator	21.31
Stationary Engineer	25.53
Ventilation Equipment Tender	18.64
Water Treatment Plant Operator	21.31

Protective Service Occupations

Alarm Monitor	15.61
Corrections Officer	17.27
Court Security Officer	18.22
Detention Officer	17.93
Firefighter	16.53
Guard I	10.01
Guard II	16.01
Police Officer	20.86

Stevedoring/Longshoremen Occupations

Blocker and Bracer	20.13
Hatch Tender	20.13
Line Handler	20.13
Stevedore I	17.70
Stevedore II	18.92

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.79
Air Traffic Control Specialist, Station (2)	20.55
Air Traffic Control Specialist, Terminal (2)	22.63
Archeological Technician I	18.57
Archeological Technician II	20.77
Archeological Technician III	25.74
Cartographic Technician	19.67
Civil Engineering Technician	25.74
Computer Based Training (CBT) Specialist/ Instructor	27.19
Drafter I	12.06
Drafter II	14.87
Drafter III	18.68
Drafter IV	25.74
Engineering Technician I	11.95
Engineering Technician II	16.99
Engineering Technician III	21.57
Engineering Technician IV	25.74
Engineering Technician V	29.76
Engineering Technician VI	31.83
Environmental Technician	19.27
Flight Simulator/Instructor (Pilot)	28.10
Graphic Artist	24.73
Instructor	24.73
Laboratory Technician	18.33
Mathematical Technician	25.74
Paralegal/Legal Assistant I	17.05
Paralegal/Legal Assistant II	18.92
Paralegal/Legal Assistant III	23.15
Paralegal/Legal Assistant IV	27.95
Photooptics Technician	23.44
Technical Writer	21.71
Unexploded (UXO) Safety Escort	18.94
Unexploded (UXO) Sweep Personnel	18.94
Unexploded Ordnance (UXO) Technician I	18.94
Unexploded Ordnance (UXO) Technician II	22.91
Unexploded Ordnance (UXO) Technician III	27.46
Weather Observer, Combined Upper Air and Surface Programs (3)	15.94
Weather Observer, Senior (3)	17.72
Weather Observer, Upper Air	15.94

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	17.37
Parking and Lot Attendant	11.40
Shuttle Bus Driver	15.71
Taxi Driver	12.42
Truckdriver, Heavy Truck	21.21
Truckdriver, Light Truck	11.63
Truckdriver, Medium Truck	18.16
Truckdriver, Tractor-Trailer	21.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.


6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3029
Revision No.: 4
Date of Last Revision: 07/10/2002

State: Michigan

Area: Michigan Counties of Allegan, Kent, Ottawa

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.36
01012	Accounting Clerk II	12.76
01013	Accounting Clerk III	14.32
01014	Accounting Clerk IV	17.48
01030	Court Reporter	14.19
01050	Dispatcher, Motor Vehicle	15.89
01060	Document Preparation Clerk	12.61
01070	Messenger (Courier)	9.28
01090	Duplicating Machine Operator	11.83
01110	Film/Tape Librarian	13.39
01115	General Clerk I	8.59
01116	General Clerk II	9.57
01117	General Clerk III	11.19
01118	General Clerk IV	13.75
01120	Housing Referral Assistant	16.85
01131	Key Entry Operator I	10.10
01132	Key Entry Operator II	10.82
01191	Order Clerk I	10.33
01192	Order Clerk II	12.06
01261	Personnel Assistant (Employment) I	10.66
01262	Personnel Assistant (Employment) II	12.80
01263	Personnel Assistant (Employment) III	14.19
01264	Personnel Assistant (Employment) IV	17.46
01270	Production Control Clerk	17.48
01290	Rental Clerk	13.22
01300	Scheduler, Maintenance	13.39
01311	Secretary I	13.89
01312	Secretary II	15.00
01313	Secretary III	16.85
01314	Secretary IV	17.84
01315	Secretary V	19.22
01320	Service Order Dispatcher	13.06
01341	Stenographer I	12.41

01342	Stenographer II	13.81
01400	Supply Technician	17.84
01420	Survey Worker (Interviewer)	14.19
01460	Switchboard Operator-Receptionist	10.66
01510	Test Examiner	14.19
01520	Test Proctor	14.19
01531	Travel Clerk I	10.42
01532	Travel Clerk II	11.30
01533	Travel Clerk III	12.24
01611	Word Processor I	11.22
01612	Word Processor II	13.39
01613	Word Processor III	14.19

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	11.45
03041	Computer Operator I	11.88
03042	Computer Operator II	13.96
03043	Computer Operator III	16.64
03044	Computer Operator IV	18.40
03045	Computer Operator V	20.39
03071	Computer Programmer I (1)	15.84
03072	Computer Programmer II (1)	17.04
03073	Computer Programmer III (1)	20.26
03074	Computer Programmer IV (1)	24.32
03101	Computer Systems Analyst I (1)	22.58
03102	Computer Systems Analyst II (1)	24.92
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.59

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	21.07
05010	Automotive Glass Installer	18.03
05040	Automotive Worker	18.04
05070	Electrician, Automotive	18.75
05100	Mobile Equipment Servicer	16.58
05130	Motor Equipment Metal Mechanic	19.77
05160	Motor Equipment Metal Worker	18.04
05190	Motor Vehicle Mechanic	20.54
05220	Motor Vehicle Mechanic Helper	15.89
05250	Motor Vehicle Upholstery Worker	17.33
05280	Motor Vehicle Wrecker	18.04
05310	Painter, Automotive	18.75
05340	Radiator Repair Specialist	18.04
05370	Tire Repairer	16.02
05400	Transmission Repair Specialist	19.51

07000 Food Preparation and Service Occupations

	Food Service Worker	12.21
07010	Baker	16.06

07041	Cook I	14.80
07042	Cook II	16.06
07070	Dishwasher	12.21
07130	Meat Cutter	16.01
07250	Waiter/Waitress	12.84
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.75
09040	Furniture Handler	14.44
09070	Furniture Refinisher	18.75
09100	Furniture Refinisher Helper	15.89
09110	Furniture Repairer, Minor	17.33
09130	Upholsterer	18.75
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	12.21
11060	Elevator Operator	13.20
11090	Gardener	14.80
11121	House Keeping Aid I	11.47
11122	House Keeping Aid II	12.21
11150	Janitor	13.20
11210	Laborer, Grounds Maintenance	12.84
11240	Maid or Houseman	11.47
11270	Pest Controller	16.65
11300	Refuse Collector	13.43
11330	Tractor Operator	14.15
11360	Window Cleaner	13.88
12000	Health Occupations	
12020	Dental Assistant	12.02
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.65
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.28
12130	Medical Laboratory Technician	12.42
12160	Medical Record Clerk	11.41
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.81
12222	Nursing Assistant II	8.78
12223	Nursing Assistant III	10.25
12224	Nursing Assistant IV	10.75
12250	Pharmacy Technician	14.80
12280	Phlebotomist	14.51
12311	Registered Nurse I	17.24
12312	Registered Nurse II	21.96
12313	Registered Nurse II, Specialist	21.96
12314	Registered Nurse III	22.23

12315	Registered Nurse III, Anesthetist	22.23
12316	Registered Nurse IV	26.42
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	17.56
13011	Exhibits Specialist I	14.65
13012	Exhibits Specialist II	17.03
13013	Exhibits Specialist III	20.26
13041	Illustrator I	14.65
13042	Illustrator II	17.03
13043	Illustrator III	21.22
13047	Librarian	21.48
13050	Library Technician	13.32
13071	Photographer I	12.12
13072	Photographer II	14.83
13073	Photographer III	16.50
13074	Photographer IV	19.63
13075	Photographer V	23.69
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.12
15030	Counter Attendant	8.12
15040	Dry Cleaner	10.42
15070	Finisher, Flatwork, Machine	8.12
15090	Presser, Hand	8.12
15100	Presser, Machine, Drycleaning	8.12
15130	Presser, Machine, Shirts	8.12
15160	Presser, Machine, Wearing Apparel, Laundry	8.12
15190	Sewing Machine Operator	12.01
15220	Tailor	12.36
15250	Washer, Machine	8.74
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	20.31
19040	Tool and Die Maker	22.88
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.58
21020	Material Coordinator	16.82
21030	Material Expediter	16.82
21040	Material Handling Laborer	13.51
21050	Order Filler	13.87
21071	Forklift Operator	14.77
21080	Production Line Worker (Food Processing)	19.79
21100	Shipping/Receiving Clerk	11.85
21130	Shipping Packer	15.09
21140	Store Worker I	11.49
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.10
21210	Tools and Parts Attendant	17.80

21400	Warehouse Specialist	19.79
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.51
23040	Aircraft Mechanic Helper	15.89
23050	Aircraft Quality Control Inspector	20.18
23060	Aircraft Servicer	17.33
23070	Aircraft Worker	18.04
23100	Appliance Mechanic	18.75
23120	Bicycle Repairer	16.02
23125	Cable Splicer	21.40
23130	Carpenter, Maintenance	18.75
23140	Carpet Layer	18.04
23160	Electrician, Maintenance	20.71
23181	Electronics Technician, Maintenance I	18.04
23182	Electronics Technician, Maintenance II	18.75
23183	Electronics Technician, Maintenance III	19.51
23260	Fabric Worker	17.55
23290	Fire Alarm System Mechanic	19.51
23310	Fire Extinguisher Repairer	16.58
23340	Fuel Distribution System Mechanic	19.51
23370	General Maintenance Worker	18.04
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.65
23430	Heavy Equipment Mechanic	19.51
23440	Heavy Equipment Operator	19.51
23460	Instrument Mechanic	20.23
23470	Laborer	12.21
23500	Locksmith	18.75
23530	Machinery Maintenance Mechanic	23.17
23550	Machinist, Maintenance	19.51
23580	Maintenance Trades Helper	15.89
23640	Millwright	22.13
23700	Office Appliance Repairer	18.75
23740	Painter, Aircraft	23.72
23760	Painter, Maintenance	18.75
23790	Pipefitter, Maintenance	21.88
23800	Plumber, Maintenance	18.75
23820	Pneudraulic Systems Mechanic	19.51
23850	Rigger	19.51
23870	Scale Mechanic	18.04
23890	Sheet-Metal Worker, Maintenance	19.83
23910	Small Engine Mechanic	18.04
23930	Telecommunication Mechanic I	19.51
23931	Telecommunication Mechanic II	20.18
23950	Telephone Lineman	19.51
23960	Welder, Combination, Maintenance	19.51
23965	Well Driller	19.51
23970	Woodcraft Worker	19.51
23980	Woodworker	16.58

24000	Personal Needs Occupations	
24570	Child Care Attendant	10.54
24580	Child Care Center Clerk	13.14
24600	Chore Aid	11.47
24630	Homemaker	14.59
25000	Plant and System Operation Occupations	
25010	Boiler Tender	20.56
25040	Sewage Plant Operator	19.08
25070	Stationary Engineer	20.56
25190	Ventilation Equipment Tender	15.89
25210	Water Treatment Plant Operator	18.75
27000	Protective Service Occupations	
	Police Officer	21.36
27004	Alarm Monitor	16.39
27006	Corrections Officer	20.44
27010	Court Security Officer	20.44
27040	Detention Officer	20.44
27070	Firefighter	19.05
27101	Guard I	11.01
27102	Guard II	16.69
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	22.47
28020	Hatch Tender	22.47
28030	Line Handler	22.47
28040	Stevedore I	21.58
28050	Stevedore II	23.36
29000	Technical Occupations	
21150	Graphic Artist	18.66
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.42
29024	Archeological Technician II	12.76
29025	Archeological Technician III	15.81
29030	Cartographic Technician	17.03
29035	Computer Based Training (CBT) Specialist/ Instructor	19.45
29040	Civil Engineering Technician	17.01
29061	Drafter I	11.83
29062	Drafter II	13.56
29063	Drafter III	14.80
29064	Drafter IV	17.35
29081	Engineering Technician I	11.59
29082	Engineering Technician II	12.87
29083	Engineering Technician III	15.09

29084	Engineering Technician IV	17.80
29085	Engineering Technician V	18.42
29086	Engineering Technician VI	22.12
29090	Environmental Technician	18.61
29100	Flight Simulator/Instructor (Pilot)	22.62
29160	Instructor	19.61
29210	Laboratory Technician	16.32
29240	Mathematical Technician	17.04
29361	Paralegal/Legal Assistant I	16.70
29362	Paralegal/Legal Assistant II	17.66
29363	Paralegal/Legal Assistant III	21.63
29364	Paralegal/Legal Assistant IV	26.17
29390	Photooptics Technician	16.51
29480	Technical Writer	20.75
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	19.36
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.32
29622	Weather Observer, Upper Air	16.32
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	13.69
31260	Parking and Lot Attendant	10.86
31290	Shuttle Bus Driver	14.40
31300	Taxi Driver	12.55
31361	Truckdriver, Light Truck	14.35
31362	Truckdriver, Medium Truck	15.01
31363	Truckdriver, Heavy Truck	17.82
31364	Truckdriver, Tractor-Trailer	20.50
99000	Miscellaneous Occupations	
99020	Animal Caretaker	13.39
99030	Cashier	9.69
99041	Carnival Equipment Operator	14.12
99042	Carnival Equipment Repairer	14.73
99043	Carnival Worker	12.21
99050	Desk Clerk	10.54
99095	Embalmer	16.57
99300	Lifeguard	9.47
99310	Mortician	20.97
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.69
99500	Recreation Specialist	14.59
99510	Recycling Worker	15.57
99610	Sales Clerk	10.51

99620	School Crossing Guard (Crosswalk Attendant)	12.21
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	18.46
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.58
99660	Surveying Aide	10.18
99690	Swimming Pool Operator	16.06
99720	Vending Machine Attendant	10.44
99730	Vending Machine Repairer	13.12
99740	Vending Machine Repairer Helper	10.44

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

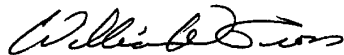
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3031
Revision No.: 3
Date of Last Revision: 05/28/2002

State: Michigan

Area: Michigan County of Muskegon

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.14
Accounting Clerk II	11.48
Accounting Clerk III	13.79
Accounting Clerk IV	17.06
Court Reporter	15.44
Dispatcher, Motor Vehicle	14.19
Document Preparation Clerk	11.90
Duplicating Machine Operator	10.82
Film/Tape Librarian	13.08
General Clerk I	9.08
General Clerk II	10.21
General Clerk III	11.15
General Clerk IV	13.75
Housing Referral Assistant	16.63
Key Entry Operator I	10.65
Key Entry Operator II	11.91
Messenger (Courier)	9.28
Order Clerk I	10.65
Order Clerk II	12.89
Personnel Assistant (Employment) I	11.45
Personnel Assistant (Employment) II	12.74
Personnel Assistant (Employment) III	14.31
Personnel Assistant (Employment) IV	16.03
Production Control Clerk	17.47
Rental Clerk	13.22
Scheduler, Maintenance	13.89
Secretary I	13.89
Secretary II	15.44
Secretary III	16.63
Secretary IV	18.61
Secretary V	20.80
Service Order Dispatcher	12.02
Stenographer I	9.99

Stenographer II	13.08
Supply Technician	18.61
Survey Worker (Interviewer)	14.19
Switchboard Operator-Receptionist	10.66
Test Examiner	15.44
Test Proctor	15.44
Travel Clerk I	9.47
Travel Clerk II	10.27
Travel Clerk III	11.13
Word Processor I	11.48
Word Processor II	13.22
Word Processor III	15.44

Automatic Data Processing Occupations

Computer Data Librarian	14.30
Computer Operator I	11.86
Computer Operator II	13.96
Computer Operator III	15.57
Computer Operator IV	15.61
Computer Operator V	16.08
Computer Programmer I (1)	15.31
Computer Programmer II (1)	17.60
Computer Programmer III (1)	22.20
Computer Programmer IV (1)	25.28
Computer Systems Analyst I (1)	20.68
Computer Systems Analyst II (1)	24.92
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	14.92

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	21.07
Automotive Glass Installer	18.58
Automotive Worker	18.58
Electrician, Automotive	19.18
Mobile Equipment Servicer	17.40
Motor Equipment Metal Mechanic	19.77
Motor Equipment Metal Worker	18.58
Motor Vehicle Mechanic	19.77
Motor Vehicle Mechanic Helper	16.81
Motor Vehicle Upholstery Worker	17.99
Motor Vehicle Wrecker	18.58
Painter, Automotive	21.10
Radiator Repair Specialist	18.58
Tire Repairer	16.81
Transmission Repair Specialist	19.77

Food Preparation and Service Occupations

Baker	12.65
Cook I	11.90

Cook II	12.65
Dishwasher	10.00
Food Service Worker	10.00
Meat Cutter	14.12
Waiter/Waitress	10.61
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	19.18
Furniture Handler	15.66
Furniture Refinisher	19.18
Furniture Refinisher Helper	16.81
Furniture Repairer, Minor	17.99
Upholsterer	19.18
General Services and Support Occupations	
Cleaner, Vehicles	10.00
Elevator Operator	12.65
Gardener	11.90
House Keeping Aid I	9.68
House Keeping Aid II	11.80
Janitor	12.65
Laborer, Grounds Maintenance	10.61
Maid or Houseman	9.46
Pest Controller	13.48
Refuse Collector	11.00
Tractor Operator	11.52
Window Cleaner	13.42
Health Occupations	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
Licensed Practical Nurse I	12.16
Licensed Practical Nurse II	13.67
Licensed Practical Nurse III	15.31
Medical Assistant	11.28
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.81
Nursing Assistant II	8.78
Nursing Assistant III	10.25
Nursing Assistant IV	10.75
Pharmacy Technician	12.19
Phlebotomist	11.12
Registered Nurse I	16.17
Registered Nurse II	22.68
Registered Nurse II, Specialist	22.68
Registered Nurse III	23.86
Registered Nurse III, Anesthetist	23.86

Registered Nurse IV	28.60
Information and Arts Occupations	
Audiovisual Librarian	15.41
Exhibits Specialist I	14.30
Exhibits Specialist II	17.58
Exhibits Specialist III	21.46
Illustrator I	14.75
Illustrator II	17.44
Illustrator III	21.44
Librarian	21.48
Library Technician	14.30
Photographer I	12.12
Photographer II	14.83
Photographer III	17.53
Photographer IV	21.55
Photographer V	24.49
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.16
Counter Attendant	8.16
Dry Cleaner	9.59
Finisher, Flatwork, Machine	8.16
Presser, Hand	8.16
Presser, Machine, Drycleaning	8.16
Presser, Machine, Shirts	8.16
Presser, Machine, Wearing Apparel, Laundry	8.16
Sewing Machine Operator	12.01
Tailor	12.36
Washer, Machine	8.78
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.36
Tool and Die Maker	22.88
Material Handling and Packing Occupations	
Forklift Operator	15.66
Fuel Distribution System Operator	17.40
Material Coordinator	16.58
Material Expediter	16.58
Material Handling Laborer	15.24
Order Filler	15.12
Production Line Worker (Food Processing)	15.66
Shipping Packer	15.66
Shipping/Receiving Clerk	15.66
Stock Clerk (Shelf Stocker; Store Worker II)	15.11
Store Worker I	14.00
Tools and Parts Attendant	15.66
Warehouse Specialist	15.66

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	19.77
Aircraft Mechanic Helper	16.81
Aircraft Quality Control Inspector	20.36
Aircraft Servicer	17.99
Aircraft Worker	18.58
Appliance Mechanic	19.18
Bicycle Repairer	16.81
Cable Splicer	22.95
Carpenter, Maintenance	19.18
Carpet Layer	18.58
Electrician, Maintenance	19.77
Electronics Technician, Maintenance I	19.48
Electronics Technician, Maintenance II	20.10
Electronics Technician, Maintenance III	20.72
Fabric Worker	17.99
Fire Alarm System Mechanic	19.77
Fire Extinguisher Repairer	17.40
Fuel Distribution System Mechanic	19.77
General Maintenance Worker	18.58
Heating, Refrigeration and Air Conditioning Mechanic	19.77
Heavy Equipment Mechanic	19.77
Heavy Equipment Operator	19.77
Instrument Mechanic	19.77
Laborer	10.87
Locksmith	19.18
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	19.77
Maintenance Trades Helper	16.81
Millwright	22.13
Office Appliance Repairer	19.18
Painter, Aircraft	24.27
Painter, Maintenance	19.18
Pipefitter, Maintenance	21.75
Plumber, Maintenance	19.18
Pneudraulic Systems Mechanic	19.77
Rigger	19.77
Scale Mechanic	18.58
Sheet-Metal Worker, Maintenance	19.83
Small Engine Mechanic	18.58
Telecommunication Mechanic I	19.77
Telecommunication Mechanic II	20.36
Telephone Lineman	19.77
Welder, Combination, Maintenance	19.77
Well Driller	19.77
Woodcraft Worker	19.77
Woodworker	17.40

Miscellaneous Occupations

Animal Caretaker	11.14
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	11.99
Carnival Worker	10.00
Cashier	6.81
Desk Clerk	7.47
Embalmer	17.43
Lifeguard	7.44
Mortician	25.95
Park Attendant (Aide)	9.35
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.26
Recreation Specialist	9.19
Recycling Worker	12.67
Sales Clerk	7.44
School Crossing Guard (Crosswalk Attendant)	10.00
Sport Official	5.88
Survey Party Chief (Chief of Party)	15.06
Surveying Aide	7.83
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.97
Swimming Pool Operator	12.65
Vending Machine Attendant	11.52
Vending Machine Repairer	12.65
Vending Machine Repairer Helper	11.52

Personal Needs Occupations

Child Care Attendant	7.26
Child Care Center Clerk	9.05
Chore Aid	9.46
Homemaker	9.14

Plant and System Operation Occupations

Boiler Tender	20.56
Sewage Plant Operator	19.52
Stationary Engineer	20.56
Ventilation Equipment Tender	16.81
Water Treatment Plant Operator	19.81

Protective Service Occupations

Alarm Monitor	16.39
Corrections Officer	18.58
Court Security Officer	18.58
Detention Officer	18.58
Firefighter	16.88
Guard I	10.64
Guard II	16.05
Police Officer	21.36

Stevedoring/Longshoremen Occupations

Blocker and Bracer	17.36
Hatch Tender	17.36
Line Handler	17.36
Stevedore I	16.78
Stevedore II	17.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.55
Archeological Technician II	12.92
Archeological Technician III	16.00
Cartographic Technician	16.00
Civil Engineering Technician	17.01
Computer Based Training (CBT) Specialist/ Instructor	20.46
Drafter I	10.87
Drafter II	12.17
Drafter III	14.30
Drafter IV	17.58
Engineering Technician I	12.65
Engineering Technician II	13.22
Engineering Technician III	15.21
Engineering Technician IV	18.61
Engineering Technician V	23.47
Engineering Technician VI	26.73
Environmental Technician	17.60
Flight Simulator/Instructor (Pilot)	24.65
Graphic Artist	18.60
Instructor	19.61
Laboratory Technician	15.61
Mathematical Technician	17.58
Paralegal/Legal Assistant I	16.10
Paralegal/Legal Assistant II	18.02
Paralegal/Legal Assistant III	22.01
Paralegal/Legal Assistant IV	26.67
Photooptics Technician	17.53
Technical Writer	20.75
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.27
Weather Observer, Senior (3)	15.86
Weather Observer, Upper Air	14.27

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.31
Parking and Lot Attendant	11.31
Shuttle Bus Driver	14.99
Taxi Driver	12.78
Truckdriver, Heavy Truck	16.41
Truckdriver, Light Truck	14.35
Truckdriver, Medium Truck	15.61
Truckdriver, Tractor-Trailer	16.41

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.